



Policy

This policy reflects Globe International's commitment to social and environmental responsibility and accountability as an employer and a purchaser of products and services internationally. In particular, it focuses on Globe's commitment to ethical sourcing whereby all Suppliers (and any sub-contractors of direct suppliers) are required to meet a minimum level of conditions. In addition to the social and environmental responsibility aspects, the policy is designed to protect Globe from the risk of loss, including a loss of reputation, due to the unacceptable work practices of our Suppliers as business partners to Globe.

This policy will be displayed publically on our website and provided to all suppliers along with Chinese (Mandarin) and Spanish language versions where appropriate.

Ethical Sourcing procedures and protocols

Protocols to be considered when selecting suppliers

- Globe is committed to avoiding manufacturing areas where there are known social issues around worker exploitation – including Cambodia and Myanmar (Burma). The vast majority of our goods are manufactured in China where working conditions are generally improving and all of our Suppliers must sign-off on their understanding of our ethical sourcing policy (as outlined below).
- No new Supplier factory relationships can be established outside of China, Mexico, US or Australia without Corporate approval. Corporate approval will not be granted unless the Supplier meets the protocols as set-out below.
- In terms of environmental sustainability, Globe expects all of its Suppliers to comply with local environmental laws and practices when manufacturing Globe's products.
- Prospective Suppliers are to be asked to provide evidence of any existing social and environmental responsibility documentation such as audit reports, accreditations or other certifications.

Protocols to be maintained by all Suppliers

The following minimum conditions are designed to set forth the expectations in the operation of factories, including sub-contractors and other business partners that manufacture products for the Company.

1. No business partner shall employ or otherwise utilise child labour in their contracting, sub-contracting or any other business relationship, to manufacture products for the Company. The Company defines "child", for the purpose of determining child labour, as less than 15 years of age or younger than the age for completing compulsory education in the country of manufacture.
2. Local legal restrictions on work performed by employees, including those restrictions relating to employees under age 18, shall be observed.



Risk Management Policies:

Ethical Sourcing Policy

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3. Employment shall be on a voluntary basis and no prison, convict, slave, indentured, bonded or other forced labour shall be permitted.
4. Employees shall be treated with dignity and respect, and no employee shall be subject to corporal punishment, threats of violence or any form of physical, sexual, mental or verbal abuse or coercion.
5. Employees shall be judged on their ability to perform their job, and there shall be no unlawful discrimination in hiring or employment practices.
6. Work hours shall be reasonable and in compliance with local standards and applicable laws.
7. Compensation for workers (including piece-rate workers) shall not be less than that required by local laws relating to minimum wages, overtime, and mandated benefits (including sick and maternity leave), and any deductions from compensation shall be reasonable and in accordance with local and other applicable laws.
8. There shall be no interference in the legal exercise of the right of free association.
9. Employees shall be provided with a safe and healthy work environment.
10. Globe encourages an environmentally responsible and sustainable approach to product design, sourcing, manufacturing and distribution. As a bare minimum, Suppliers must comply with all applicable local environmental laws and regulations.
11. In order to ensure the quality and safety of Globe products for both customers and those involved in their manufacture and distribution, Suppliers must sign off on our *Vendor Product Safety Agreement*. This document outlines product safety regulations that Globe insists are met, particularly in terms of chemical safety.
12. Suppliers must endeavour to use ethically and sustainably sourced raw materials involved in the manufacturing of the Company's product and packaging.
 - i. Specifically in this area, Globe has pledged not to knowingly use cotton sourced from Uzbekistan and Turkmenistan and so expects its Suppliers not to source such cotton.
 - ii. Globe has also pledged not to use animal fur (including angora) and so expects its Suppliers not to source fur for Globe product.
13. Suppliers must endeavour to recycle waste where possible and responsibly deal with waste products from the manufacturing of the Company's product.

Compliance with these requirements and all applicable laws, including local and national codes, rules and regulations of the country of manufacture, is a requirement of doing business with the Company. The Company reserves the right to inspect any manufacturing facilities used by its Suppliers, including commissioning third party audits of such facilities. The Company may take appropriate action, up to and including termination of any supplier or business partner who is found to be in violation of these compliance requirements.

Procedures in place to ensure compliance with protocols

- All Suppliers must sign off on their commitment to these conditions, using Globe's *Supplier Ethical Conduct and Relationship Agreement* document.
- All Suppliers must notify Globe of any use of sub-contractors in the production of Company product.
- All Suppliers will be reminded at least annually of these commitments, and from time to time, as deemed appropriate, may be required to provide an updated sign-off.
- Compliance by Supplier factories and other Business partners will be monitored by management through factory visits and a general awareness of conditions at the factory
- All Sourcing staff are required to report any activities at Suppliers they visit that do not appear to be in accordance with these minimum conditions.
- All Sourcing staff are to sign-off on this policy and will be reminded annually of that commitment.

Annual review and confirmation of procedures

- Management will meet at least annually to review this policy, taking into consideration:
 - Any findings from recent factory visits and discussions with business partners.
 - Any updates in the ethical sourcing landscape that may need to be considered and implemented by Globe.
 - Any changes to the Environment and Social Responsibility Framework which need to be reflected in this policy.
- This policy will be communicated annually by Corporate to all Sourcing staff and Suppliers, via email, as a reminder.
- Annual visits by key management to all factories from which we buy a material value of product.
- Relevant managers and sourcing staff to meet annually to review this policy and recent factory visits.